

Washington Township
PBA Local 318 Sergeant's Association
Summary of Proposed Settlement
July 17, 2017

1. Contract term: January 1, 2016 through December 31, 2019 (four years).
2. Salary Increases for Sergeants employed as of January 1, 2016:
 - 2.0% ('16)
 - 2.0% ('17)
 - 2.5% ('18)
 - 2.25% ('19)
3. Sergeants employed as of January 1, 2016, will receive retroactive pay to January 1, 2016 (or to date of promotion if promoted in 2016). This includes retired Sgts. Attanasi, McGriff, Calvello, and Forchion.
4. Starting Salary for newly-promoted Sergeants will be \$108,000 for 2017. Sgt. salaries for 2018 for these Sgts. will be \$110,700 (which is 2.5% greater than 2017). Sgt. salaries for 2019 for these Sgts. will be \$113,190 (which is 2.25% greater than 2018). Sgts. promoted in 2018 and 2019 will be "slotted" into the identified wage. Sgts. who complete three years as a Sergeant will be elevated to Sergeant First Class in year four and have salary increased by \$1500 notwithstanding the expiration of the agreement.
5. Newly promoted Sergeants Morici, Keller and Caving will be grandfathered under existing Sgt. salaries and not subject to the provisions of Paragraph 4, above. Following Morici, Keller, and Caving, two Sergeants to be promoted (due to existing Sergeants being promoted to fill two vacant Lieutenant positions) will not be grandfathered under existing Sgt. salaries, but will receive a one-time promotion payment of \$2500.00, which amount shall not be included in base salary.
6. Shift Differential: Sergeants who work 11PM to 7AM currently receive 5% above the normal rate. Tentative Agreement: Increase shift differential to 7%.
7. Annual Leave Days: Sergeants with 20 years of service currently "max out" at 43 days. Tentative Agreement: one additional day for each year of service up to 48 days (e.g., 21 years awarded 44 days, 22 years awarded 45 days, etc.).
8. Accumulated Sick Time/Terminal Leave: Consistent with Rank and File Agreement, tentative agreement is to increase accumulated leave day allowance to 100 days and allow accumulated leave to be used as terminal leave (e.g., if they seek to retire and have accumulated leave time, they may use the remaining accumulated and unused leave time as

"terminal leave"; i.e., paid for time and not working, or work until retirement and be paid for the accumulated/unused leave time upon retirement).

9. Hours of Work and Overtime: Sergeants called in for duty on a non-scheduled day/shift shall receive a minimum of four hours overtime (at time and one-half) notwithstanding the length of actual duty for that day/shift. Note: this is a long-standing past practice not currently included in the Collective Negotiations Agreement.
10. Bereavement Leave: modify to delete "upon approval of supervisor" and insert "upon approval of Chief or his/her designee."
11. Chief mandated training/schools outside regular work schedule results in award of compensatory time at time and one-half (portal to portal).
12. Accrual of Leave Time Prior to Retirement: Sergeants are credited with annual leave time on January 1st of each year. However, in order for a Sergeant to be paid for the entirety of leave time awarded in his/her year of retirement, the Sergeant must actually work for the first 90 days of that particular year. By way of example, if a Sergeant would otherwise be credited with 40 days of leave time on January 1st retires at any time prior to March 31st of that year, he/she will only be credited for $\frac{1}{4}$ of the total leave time which would otherwise been awarded (i.e., $\frac{1}{4}$ of 40 days = 10 days). In other words, the Sergeant must work at least 90 days in order to be awarded the full 40 days of leave time for that year. If not, the leave time is prorated for the first 90 days.

Ratified on 7/18/17

SFC 
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St. Joseph Russo
x _____